



Service Employees International Union

Local 495. AFL-CIO

Affiliated with Worcester Labor Council - Central Labor Council

340 MAIN STREET Room 106

WORCESTER, MASSACHUSETTS 01608

755-6221 755-0282

*Rec'd
2/5/86*

December 27, 1985

Carolyn Grenier, Secretary
Worcester Central Labor Council
12 Shale Street
Worcester, MA 01604

Dear Madam:

Please be advised that as Business Manager of Local 495, S.E.I.U., AFL-CIO, I wish to protest the Worcester Central Labor Councils meeting of December 20, 1985.

Local 495 members were declared ineligible to vote at this meeting and further were prevented from being nominated for office. President Farrell was challenged and an appeal was made to him, which was ignored, over strong objections by Carolyn Grenier, Leonard Gabrila and Charles Alafberg and Raymond McGrath. The President has incorrectly quoted various sections of the Council's Constitution concerning the eligibility of Local 495 delegates to vote and be nominated for office.

The following sections of the Bylaw were discussed; Article I, Section 5; Article II, Section 2; Article III, Section 7; Article VIII, Section D. Pursuant to Article X, "Charges and Trials", Section 2, Subsection A and B, we have appealed the President's decision of December 20th. Accordingly, we have notified the Recording Secretary, as specified in Article X, Section 1. Copies have been forwarded to the President and Treasurer of the Council.

Since this matter violates every principal of organized labor, we request your immediate intervention. Otherwise, the Council will be printing ballots for the January election.

It seems that rather than promote harmonious relations with Local 495, a very effort has been made to discourage and disqualify Local 495. As a result of this entire matter, I have stopped payment of our Local's dues until a satisfactory resolve occurs.

Fraternally Yours,

Leonard S. Gabrila

Leonard S. Gabrila
Business Manager

LSG/es

*Oil, Chemical and Atomic Workers
International Union*

rec'd
2/5/86

JOSEPH F. SHEEHAN
BENEFIT LIAISON
NEW ENGLAND LOCAL NO. 8-766



81 OAK AVENUE
BELMONT, MA. 02178
PHONE: (617) 489-1508

January 30, 1986

Mr. Arthur Osborne, President
Massachusetts / AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Sir:

I, along with two members of my Executive Board, had the pleasure of attending the Workers' Compensation Seminar you sponsored on January 23. It was, truly, one of the most informative events that I have ever attended and it filled a very great need.

As a Union officer, I am frequently called upon to assist the members of my Local with Compensation problems. The information that I received at the Seminar has already been a great help.

Thank you very much for the Seminar, and I look forward to similar programs in the future.

Fraternally,

Joseph Sheehan, President
O.C.A.W.I.U. Local 8-766



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The Commonwealth of Massachusetts
Industrial Services Program

*Refer
to
Communications
M. E. C.*

MICHAEL S. DUKAKIS
GOVERNOR

PAUL J. EUSTACE
SECRETARY OF LABOR

JOSEPH D. ALVIANI
SECRETARY OF ECONOMIC AFFAIRS

PATRICIA HANRATTY
EXECUTIVE DIRECTOR

February 6, 1986

Mr. George Carpenter
Secretary-Treasurer
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear George:

Enclosed for your information, please find materials on the Fifth Annual Conference on Employee Ownership and Participation which the Industrial Services Program is co-sponsoring. I thought you might find the program of interest.

Thank you for your continued concern and support.

Sincerely,

A handwritten signature in blue ink, appearing to read "Patricia Hanratty".

Patricia Hanratty
Executive Director

PH:lny
enclosure

FIFTH ANNUAL CONFERENCE ON EMPLOYEE OWNERSHIP AND PARTICIPATION

March 27-29, 1986
57 Park Plaza Hotel
Boston, MA

Sponsored by the National Center for Employee Ownership

To: The Employee Ownership Community:

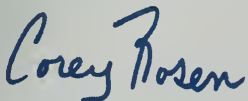
Five years ago, we held our first annual conference on employee ownership and participation. At that meeting, we talked optimistically about how we hoped that one day employee ownership could become more than the somewhat obscure and misunderstood, if promising, notion that it was then. Today, employee ownership is one of the fastest growing trends in American business. It has been the cover story for national business and political magazines; it has been endorsed by everyone from the Chamber of Commerce to the Democratic Party to the United Steelworkers; it has grown to cover over 10,000,000 workers in 8,000 businesses. While this growth has not been without controversy, employee ownership has become institutionalized as part of the way we do business. It has, we believe, proven itself as a means to create an economy that is at once more productive and more equitable.

The NCEO's annual conference presents a unique opportunity to learn more about this important concept. The conference features senior executives from leading employee ownership companies, officials from union locals and internationals, experienced employee ownership consultants, representatives from lending institutions, and the foremost researchers in this field. No other conference brings together such a diverse and talented group of people.

Speakers will discuss how employee ownership can be used to provide a tax-favored means of buying the stock of a retiring business owner, of borrowing money at lower rates, of starting a new company, or saving one that might otherwise close. Tax, legal, and financial considerations in Employee Stock Ownership Plans (ESOPs), cooperatives, and other employee ownership plans will be discussed. The role of unions in employee ownership, results from the latest research, and employee participation programs will all be the subject of special panels. This year will also feature a panel on the media and employee ownership, with reporters from *Business Week, Inc.*, *Industry Week*, and other publications discussing how they view this subject.

The conference is structured so that those new to employee ownership can start with introductory panels and move to more advanced ones. Those already familiar with the basics can start with any of several special subject panels before moving on to review recent developments and more complex issues.

The fifth annual conference will be a very special event for those of us at the Center. We hope you can join us.



Corey Rosen
Executive Director



Michael Quarrey
Projects Director



Karen Young
Managing Director



Lisa Gilman
Administrator

Contributing Cosponsors

Banking Consultants of America
Benefit Capital
ESOP Services
Keck, Mahin and Cate
Ludwig and Curtis
M.W. Carr Company
Mellon Bank
Menke & Associates
National Cooperative Bank
Participation Associates
Phenneger & Morgan
Willamette Management Associates

Association, Government, and University Cosponsors

Boston College, Social Economy Program
Cornell University, Program on Employment and Workplace Systems
Corporation for Enterprise Development
Harvard Study Group on Worker Ownership
Industrial Cooperative Association
Massachusetts Industrial Finance Authority
Massachusetts Industrial Services Program
New Hampshire Department of Labor
Smaller Business Association of New England
Vermont State Chamber of Commerce

AGENDA

THURSDAY, MARCH 27

5:30 – 7:30

Reception and Early Registration/Check-In

Reception cohosted by Banking Consultants of America; Keck, Mahin and Cate; Phenneger and Morgan; and the Weirton Steel Company

FRIDAY, MARCH 28

8:30 – 9:15

REGISTRATION/CHECK-IN

9:15 – 10:15

OPENING REMARKS

10:15 – 10:30

BREAK

10:30 – 12:00

CONCURRENT PANELS

Introduction to Employee Stock Ownership Plans (ESOPs)

Introduction to Worker Cooperatives

Employee Ownership Research

Participation and Communications in Smaller Employee Ownership Firms

12:00 – 1:30

LUNCH (ON YOUR OWN)

1:30 - 3:00

CONCURRENT PANELS

Introduction to ESOPs

Participation and Communications in Larger Employee Ownership Firms

Employee Ownership and the Media

Unions and Employee Ownership

3:00 – 3:15

BREAK

3:15 – 4:15

DISCUSSION GROUPS

Lessons from Employee Ownership Cases

Employee Buyout Cases

(Additional groups may be arranged by attendees)

5:00 – 7:00

WINE AND CHEESE RECEPTION

SATURDAY, MARCH 29

9:15 – 9:30

OPENING REMARKS

9:30 – 11:00

CONCURRENT PANELS

Using Employee Ownership Plans to Sell a Small Business

Starting an Employee Owned Company

Financial Institutions and Employee Ownership

Using Employee Ownership to Save Jobs

11:00 – 11:15	BREAK
11:15 – 12:15	DISCUSSION GROUPS Ask the Experts: Q&A's on employee ownership Other groups to be announced
12:15 – 1:45	LUNCH
1:45 - 3:15	CONCURRENT PANELS Administrative and Financial Issues in ESOPs Lessons from Employee Ownership Controversies and Problems Valuation and Feasibility Studies State and Federal Legislative Issues

Some of the Speakers:

Richard Acheson, Benefit Systems	Jared Kaplan, Keck, Mahin and Cate
David Binns, ESOP Association	Mike Kearney, UAW, Seymour Specialty Wire
Joseph Blasi, Harvard University	Craig Livingston, Ball, Keirnan, et.al.
Robert Bumgarner, Private Capital Corporation	Loraine Loflin, Assn. of Flight Attendants, Frontier Airlines
William Connell, Avondale Industries	Chris Mackin, Industrial Cooperative Assn.
Steven Crable, Assn. of Flight Attendants	Patrick McVeigh, Franklin Research and Development
Charles Cronin, Weirton Steel	Deborah Groban Olson, Michigan Employee Ownership Center
Jack Curtis, Ludwig and Curtis	Marilyn Ondrasik, New York Interface
Steve Dawson, Industrial Cooperative Assn.	Lou Paone, Willamette Management
Charles Day, <i>Industry Week</i>	Gil Phillips, Phillips Paper Company
Susan Dean, Susan Dean Ltd.	Arthur Pratt, Pratt Printing Company
William Doepken, Beckman, Ruslander, et.al.	James Richardson, Int'l Brotherhood of Carpenters
Paul Donham, The Cape Codder	Hugh Rowland, Reflexite Corporation
Joseph Feltz, M.W. Carr Co.	Kathryn Sedo, University of Minnesota
Mike Friedman, Teamsters for a Democratic Union	Roberts Sellers, Banking Consultants of America
Russ Geiger, Delta Electronics	John Simmons, Participations Assos.
Ron Gilbert, ESOP Services	Dennis Stark, Old Stone Bank
Jerry Gorde, Virginia Textiles	Shela Turpin-Forster, ESOP Services
Wynn Hausser, Cornell University	Hope Wallis, Susan Dean, LTD.
John Heorr, <i>Business Week</i>	John Weiser, Brody & Weiser
Art Hochner, Temple University	Malon Wilkus, The Calvert Group
Ronald Homer, Boston Bank of Commerce	Kenneth Winslow, Chemical Bank
Gerald Kalish, National Benefit Services	Ellen Wojahn, <i>Inc.</i> Magazine

NCEO MEMBERSHIP INFORMATION

Rates:

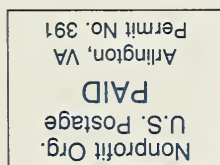
- ☐ \$ 50 Associate (non-employee ownership companies; organizations; consultants—
not listed in referral service)
- ☐ \$200 Consultant—listed in referral service
- ☐ Employee Ownership Company
 - \$ 50 1-50 employees
 - \$100 51-100 employees
 - \$200 101-500 employees
 - \$300 501- employees
- ☐ \$ 25 Individual (personal checks only)


Foreign Membership — Add \$10

Member Benefits:

- Bi-monthly detailed newsletter
- Resource Guide
- Discounts on Publications and Events
- Right to Call or Visit for Information and Feedback

**FIFTH ANNUAL CONFERENCE ON EMPLOYEE OWNERSHIP
AND PARTICIPATION
Agenda and Registration Form
March 27-29, 1986 57 Park Plaza Hotel, Boston**




National Center for Employee Ownership
927 S. Walter Reed Drive, #1
Arlington, VA 22204
703-979-2375

**Registration Form
FIFTH ANNUAL CONFERENCE ON EMPLOYEE OWNERSHIP AND PARTICIPATION
57 Park Plaza Hotel 200 Stuart Street Boston, MA
March 27-29, 1986**

Name and Affiliation (for badge) _____

Mailing Address _____

Telephone (O) _____ (H) _____

FEES*

NCEO Members**

\$ 75 Individual NCEO members (personal check only)

\$110 Organizational members***

\$ 45 Student members

*Deduct \$10 per registrant if postmarked by Feb. 27. **See membership information inside

***Deduct \$20 per additional employee from same organization paid by same check

Non-Members

\$105 Individual non-members (personal check only)


\$140 Organization non-members***

CANCELLATION POLICY: 50% BY MARCH 13. NO REFUNDS AFTER MARCH 14. Make check payable to "NCEO" and mail to the National Center for Employee Ownership, 927 S. Walter Reed Dr., #1, Arlington, VA 22204.

Hotel reservations can be made by calling the hotel at 617-482-1800. Be sure to say you are attending the NCEO conference to get the conference rate of \$70 single; \$80 double. Rates guaranteed to February 27 only.



DEMOCRATIC STATE COMMITTEE

Chet Atkins, Chairman
11 Beacon Street • Suite 426 • Boston • Massachusetts 02108 • (617) 367-4760  60

February 6, 1986

Mr. George Carpenter
AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

*Heb
to
Communications
M.E.L.*

Dear George,

On Monday evening, February 24th, the Massachusetts Democratic State Committee will be hosting it's ninth annual dinner honoring Tip O'Neill.

We would be pleased to have you join us at the head table for this special evening.

The event will be held at the Boston Park Plaza Hotel, with the VIP reception commencing at 5:30 in the Terrace Room and dinner scheduled for 7 pm in the Grand Ballroom.

Please confirm with Maureen Garde, Executive Director of the Democratic State Committee, at 367-4760, your attendance at the head table.

In advance, thanks for your continued support of the Party and I look forward to seeing you on the 24th.

Sincerely,

Chet
Chet Atkins
Chairman

Refer to
Ex. Of.

P H O N E M E M O	TO	George		DATE	2/10	TIME	3:20	AM
	FROM	M	Robt. McVae	AREA CODE		NUMBER	595-4559	
		Bd. Salvation Army			EXTENSION			
	M E S S A G E	wants to talk to you about having some representa tion from MASS AFL-CIO on tion from MASS AFL-CIO on his board. Call Tues at						
		SIGNED						
	PHONE	<input checked="" type="checkbox"/>	CALL BACK	<input checked="" type="checkbox"/>	RETURNED CALL	<input type="checkbox"/>	WANTS TO SEE YOU	<input type="checkbox"/>
	11:00 AM							

AIGNER FORM NO. 50-176

22

23

C

Oil, Chemical and Atomic Workers International Union

Rec'd
1/23/86

JOSEPH F. SHEEHAN
BENEFIT LIAISON
NEW ENGLAND LOCAL NO. 8-766



81 OAK AVENUE
BELMONT, MA. 02178
PHONE: (617) 489-1508

January 17, 1986

Mr. Arthur Osborne, President
Massachusetts / AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Sir:

I would like to take a few minutes to tell you how impressed I was with the Education Conference on January 11.

Being a third generation Union member, I grew up with Labor Unions and am certainly aware of the situation that Organized Labor finds itself in today. However, I had never given any thought to the lack of knowledge that the young people of today have, regarding Unions.

I truly applaud the program that you have begun and pledge myself to work towards its success.

Faternally,

Joseph Sheehan, President
O.C.A.W.I.U. Local 8-766

WHTT

CBS Radio, A Division of CBS Inc.
4418 Prudential Tower
Boston, Massachusetts 02199
(617) 262-5900

Dear Mr. Osborn:

WHTT frequently editorializes on matters of interest to the community and offers responsible, qualified spokespersons for opposing viewpoints the opportunity to reply. If you would like to respond to this editorial, please contact this office and we will make the necessary arrangements. Our only requirements are (1) that the reply be made to the issue of issues set forth in the editorial, (2) that the length of the reply be approximately the same as the original editorial, and (3) that the reply remain free from libel. We would appreciate receiving a written copy of the reply in advance of recording.

We appreciate your comments on this and any other editorial.

Sincerely,

Gordon J. Hill, Director
News and Public Affairs

Mr. Arthur R. Osborn, President
AFL-CIO
8 Beacon Street
Boston, MA 02108

January 17, 1986



rec'd
1/22/86

FLORIDA AFL-CIO

COMMITTEE ON POLITICAL EDUCATION

135 SOUTH MONROE STREET • TALLAHASSEE, FLORIDA • 32301 • TELEPHONE [904] 224-6926

January 17, 1986

TO: All Affiliated Local Unions and Delegates to the 1985 COPE Conference

Dear Brothers and Sisters:

The Florida AFL-CIO Annual COPE and Legislative Conference will be held on April 14-16, 1986 at the Hilton Hotel, 101 South Adams Street in Tallahassee.

Registration will be held from 4:00 - 8:00 p.m. on Sunday, April 13 on the first floor of the Hilton Hotel in Salons A & B. The Conference will begin on Monday, April 14 commencing at 9:00 a.m. The registration fee will be \$65.00 per delegate if registration received by March 28, 1986 and \$75.00 if registration received after March 28, 1986. The registration fee covers the cost of the COPE Conference and the legislative reception on Tuesday evening, April 15. The legislative reception will have a western theme and should be an enjoyable evening for delegates and legislators. The legislative reception will be held from 7:00 - 11:00 p.m. at the National Guard Armory, 1225 Easterwood Drive (just off Capital Circle). Transportation will be available for this function.

We have a block of rooms reserved at the Tallahassee Hilton and the Ramada Inn on Apalachee Parkway. Reservation cards are enclosed for both hotels.

Pre-registration forms are also enclosed for each delegate planning to attend the COPE Conference. These forms, along with the \$65.00 pre-registration fee should be returned to Susan Wilson, Secretary-Treasurer by March 28, 1986. We encourage you to register early to allow us to better plan our conference and accommodate your delegates.

The 1986 Session of the Florida Legislature will officially open on Tuesday, April 8, 1986. The COPE Conference is a very important meeting on our legislative activities and we stress the importance of your participation.

Looking forward to seeing you at the COPE Conference.

Sincerely and fraternally,

Daniel J. Miller
President

Joseph E. Martin
Executive Vice President
and COPE Director

Susan D. Wilson
Secretary-Treasurer

DJM/JEM/SDW/ce
opeiu #73
afl-cio

AFL-CIO MEETING TALLAHASSEE - April 14-15-16 - 1986

Arrival Date:_____ Time:_____ # of nights_____

Name_____ Address_____

Room Request:___Single (1 person) \$40.00 ___Double (2 people) \$48.00

***Note - Reservations held until 6:00 p.m. est. If a later arrival time is expected, an advance deposit is required of one night's room rental. The deadline for making reservations is 3/21/86. Courtesy transportation is available to and from the airport.

RAMADA INN EAST - 1355 Apalachee Parkway, Tallahassee, Florida 32301
(904) 877-3171



AFL-CIO MEETING TALLAHASSEE - April 14-15-16 - 1986

Arrival Date:_____ Time:_____ # of nights_____

Name_____ Address_____

Room Request:___Single (1 person) \$40.00 ___Double (2 people) \$48.00

***Note - Reservations held until 6:00 p.m. est. If a later arrival time is expected, an advance deposit is required of one night's room rental. The deadline for making reservations is 3/21/86. Courtesy transportation is available to and from the airport.

RAMADA INN EAST - 1355 Apalachee Parkway, Tallahassee, Florida 32301
(904) 877-3171



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Name_____ Address_____

Room Request:___Single (1 person) \$40.00 ___Double (2 people) \$48.00

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RAMADA INN EAST - 1355 Apalachee Parkway, Tallahassee, Florida 32301
(904) 877-3171



1986 COPE CONFERENCE REGISTRATION FORM

Delegate Name _____
Address _____
 (Street) (City) (Zip)
Office Phone _____ Home Phone _____
Union Affiliation _____
 (Local) (Number)

Delegate's Signature Local Union Officer's Signature

NOTE: REGISTRATION RECEIVED BEFORE MARCH 28, 1986 IS \$65.00.
REGISTRATION RECEIVED AFTER MARCH 28, 1986 IS \$75.00.

opeiu #73
afl-cio



1986 COPE CONFERENCE REGISTRATION FORM

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Address _____
 (Street) (City) (Zip)
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opeiu #73
afl-cio



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REGISTRATION RECEIVED AFTER MARCH 28, 1986 IS \$75.00.

opeiu #73
afl-cio





RESERVATIONS MUST REACH HOTEL BY March 21, 1986

TALLAHASSEE HILTON

P. O. Box 1569, TALLAHASSEE, FLORIDA 32302 - 904/224-5000

HILTON

Name of Convention AFL-CIO Convention Dates April 13-15, 1986

Guest Name _____ Arrival Date _____

Address _____ Departure Date _____

City _____ State _____ Zip _____

(Children FREE when occupying the same room as their parents.)

Accommodations Desired:

Please check desired rate

1 Person - SINGLE (1 Bed) ☐ . \$59

2 Persons - DOUBLE (2 Beds) ☐ . \$71

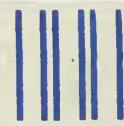
**Rooms Available For
Occupancy After 2:00 P.M.**

NOTE: Rooms will be held until 6 P.M., unless accompanied by a deposit or guarantee.

☐ American Express ☐ Visa ☐ MasterCard
☐ Diners Club ☐ Carte Blanc

Card Number _____ exp. date _____

SPECIAL REQUEST: _____



NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES



BUSINESS REPLY MAIL

FIRST CLASS PERMIT #21 TALLAHASSEE, FLORIDA

POSTAGE WILL BE PAID BY ADDRESSEE



TALLAHASSEE HILTON
P.O. BOX 1569
Tallahassee, Florida 32302

ATTENTION: Reservations Office

N O T I C E

FLORIDA A. PHILIP RANDOLPH INSTITUTE ANNUAL CONFERENCE

The 1986 Florida APRI Conference is being held on February 14 - 16, 1986 in the Hilton Hotel in Jacksonville, Florida. Registration fee is \$65.00 and room rates at the Hilton are \$50.00/single and \$55.00/double occupancy. Please contact Roland Rolle, President, Greater Miami Chapter - APRI, 2929 S.W. 3rd Ave., Miami, Florida 33129, 305/854-0220 for further information. We urge you to send at least one delegate from your local to this conference.





Air Transport Division

Local 553

TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO

Airport Plaza - Suite 412 • 7370 N.W. 36th Street • Miami, Florida 33166
Telephone (305) 592-9390

*Refer to
Communist
front*

Robert V. Callahan
President

Donna Buchan
First Vice President

Gerry Bell
Financial Sec'y-Treas.

January 31, 1986
830 Saratoga Street
East Boston, Ma. 02128

Dear George:

We would be honored to have you as a guest speaker at our noon rally on Friday, February 7, at City Hall Plaza.

As you may be aware, on February 4 Eastern Airlines will lay off 1,010 flight attendants. We know this to be a totally unnecessary move because at least 1,010 unfurloughed flight attendants have offered to take unpaid leaves of absence to prevent a furlough. In the past, when Eastern has had an excess of flight attendants they have successfully prevented furloughs by offering leaves.

Here in Boston 106 of our nearly 700 flight attendants have received furlough notices. Obviously this has created tremendous hardship on them and their families. Many of these flight attendants are single parents. The TWU is attempting to help them find jobs, apply for public assistance, and providing lodging in other employees homes.

This tragic situation has arisen out of Eastern management's refusal to bargain with Local 553, and reach an agreement by midnight January 19. Yet, despite the fact that we were free to strike, we made the unprecedented decision to continue working, and reassess our options on March 1.

Make no mistake about it: Eastern senior management is out to bust our union. We are perceived as the weakest union at Eastern because we are predominantly women. But we have made a firm commitment to make this the fight of our lives. We will not be forced into a strike - on their agenda!

During this period, which under the Railway Labor Act is known as the "self help" period, Eastern management is free to impose work rules. Although even the lenders have given Eastern until February 28 to restructure contracts, our vicious management just couldn't wait to impose unthinkable work rules, effective Feb. 1.

Some points of the company-imposed proposal:

- wage and productivity givebacks of up to 50%;
- many flight attendants will work more than 300 hours per month, at about \$4 per hour (flight attendants are excluded from the Fair Labor Standards Act and the federal air safety regulations);
- flight attendants will be guaranteed only one day off per week, and it is possible for it to be away from his/her home! (Many parents will never get to see their children, to say nothing of the child care costs.

As you can see, Eastern flight attendants are going to be really hurting in February whether we are furloughed or not.

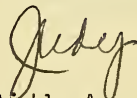
This rally will also celebrate the solidarity of all Eastern employees. Our motto, "WE STAND TOGETHER" will be everywhere in evidence. The TWU, IAM, ALPA and the non-contract employees will tell the world that we want Eastern Airlines to succeed, and want senior management to go.

Enclosed you will find a flyer which discusses some of the reasons for our strategy and what we intend to accomplish. Since this management will only be satisfied when they have sucked every drop of blood out of all employees, we feel that this senior management must go.

Local 553 has never refused to bargain or grant some form of continued relief. But Eastern employees have given our company more than \$500 million in the last 2 years, and gotten only broken promises and mismanagement in return.

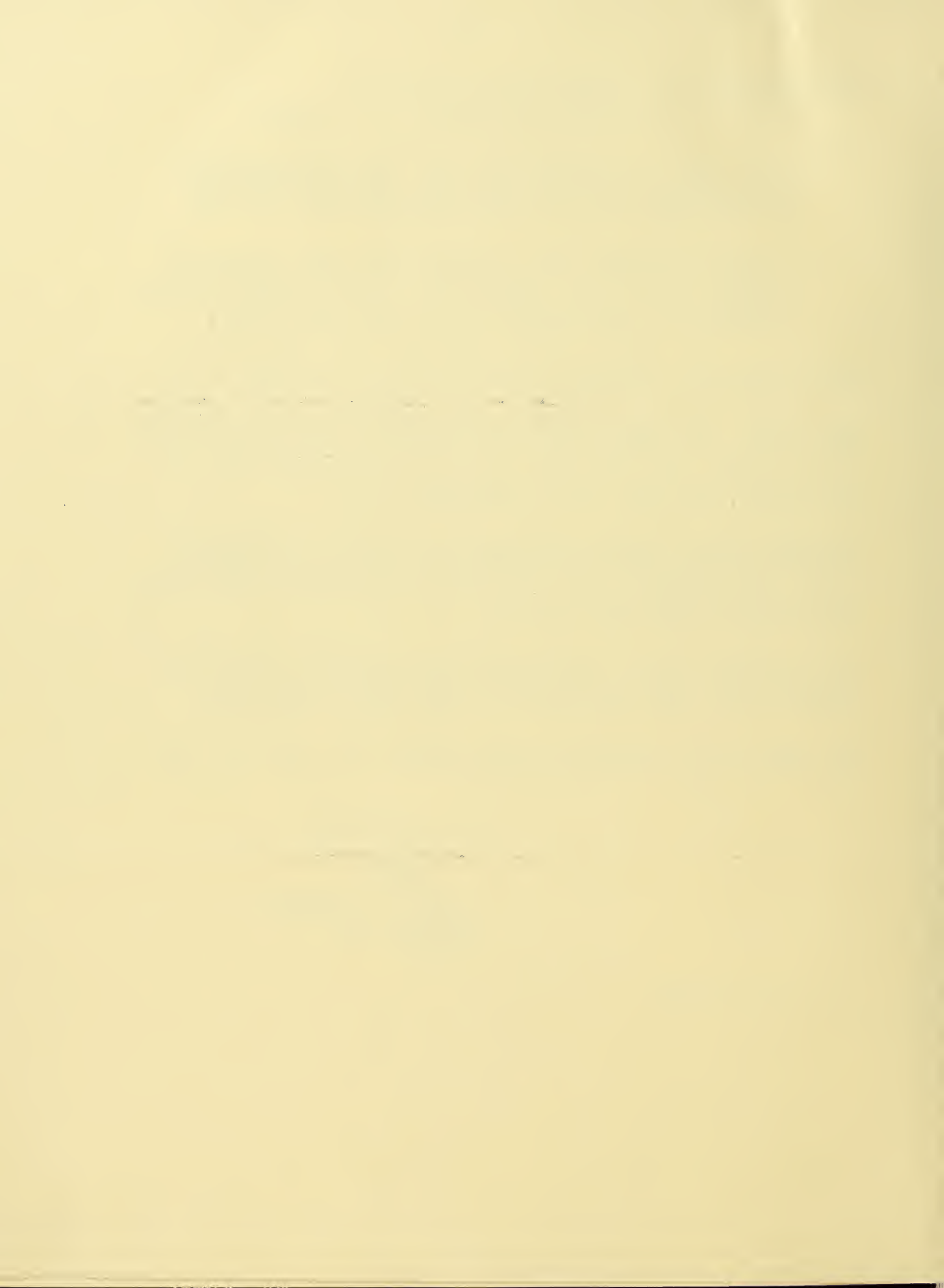
We thank you in advance for your support, and hope you can join us at noon on Friday, Feb. 7.

In Solidarity,



Judith A. Coughlin
Chairperson
Boston

cc: Bob Callahan





Air Transport Division

Local 553

TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO

Airport Plaza - Suite 412 • 7370 N.W. 36th Street • Miami, Florida 33166
Telephone (305) 592-9390

Robert V. Callahan
President

Donna Buchan
First Vice President

Gerry Bell
Financial Sec'y-Treas.

TO: All Flight Attendants
RE: What Happened on January 19th and why?
DATE: January 22, 1986

As flight attendants are aware, we did not reach agreement at midnight, January 19th and the company informed us shortly thereafter that they intended to impose their November 20th draconian proposal on February 1 and furlough 1010 flight attendants on February 4th. We think it is accurate to say that each of us has experienced emotions ranging from shock, dismay and uncertainty to outright anger since this announcement. We'd like to explain to you how we got to this point and more importantly, what we're going to do about it.

Why No Agreement On January 20?

We have continued to bargain in good faith and have submitted several comprehensive proposals which management totally ignored. The top management of our company used extraordinary pressure in Washington through the efforts of its consultant William Usery. We also received reliable reports that National Mediation Board Chair, Walter Wallace said that the company pressured the White House, the State Department, and the Department of Transportation to get the National Mediation Board to put us into our 30 day countdown.

Traditionally, the last few days under the cooling off period are when negotiations intensify. The sad truth is that management refused to bargain, even in these final days of "super mediation". They had the full cooperation of Walter Wallace who spent more time in press conferences than in negotiations.

Why We Decided to Extend Our Strike Deadline

Virtually all the sources we had access to confirmed that this time around, our management was truly on a suicidal path. Our duty to our members was to alter that course. Our options at midnight January 19 were to accept whatever was on the table, strike, or to extend the deadline and continue to negotiate. Management's behavior at the bargaining table for the last few months has been one of total stonewalling. We had every reason to believe that their position would not change. When the National Mediation Board cooperated with the company's agenda and released us into the cooling off period, we realized we had to create our own timetable. To do otherwise



would have ensured that the flight attendants lose their jobs and many other employees would be faced with the same fate. The lenders had imposed the February 28th default deadline and we knew that all groups would be forced to make a decision by that date. If we were unable to reach a negotiated settlement by January 19, our only other option was to join the other groups in a common deadline.

We challenged management to prove its public commitment to cooperative labor relations by leaving the contract in place until March 1. But the "hit men" in power at our company could not resist a chance to strike another blow to fairness and equality at Eastern Airlines. Even Eastern's lenders did not require restructuring of work rules until March 31, but our management just couldn't wait.

What's the Effect On Other Employee Groups?

It is up to flight attendants to lead the fight for justice at EAL, but we are not alone in our struggle. The other employee groups fully realize the impact top management's actions have on them as well as the flight attendants and have pledged their support to us. ALPA recently received a proposal from the company similar to ours and the National Mediation Board is presently reviewing EAL management's request to release the pilots into a countdown as soon as possible. Management has also terminated the monthly financial briefing sessions with all unions. They also terminated agreements that called for the company to pay for union financial advisors. Furthermore, the company has asked for clauses in ALPA's contract that prohibits strikes and the honoring of another union's picket lines.

Management's plans are clear to all employees - they won't stop until they've ruined us all. We may be the first target, but we are not the last. What management fails to realize, however, is that collectively, we, the employees have the power to thwart their actions and that we are united and totally committed in our fight for justice. Our decision to delay the strike date has proven to be the move required to create this unity.

What's Next?

First and foremost, remember, as difficult as this is, it is temporary. We are determined to save our jobs despite top management's destructive and incompetent decisions. We will not remain passive during this time. We have developed plans which will be announced at strategic dates. We need the involvement of 100% of the flight attendants, their spouses, friends, other employees, labor groups and the community.

We need every flight attendant signed up for picket duty in the event a strike is necessary as well as the various committees that are being organized at the bases. Every flight attendant must keep a log of the hours they have been on duty as well as flight time accumulated. We need documentation of any abusive working conditions in order to publicly expose the effects of management's proposal on our lives.

EAL management's decision to impose their proposal on us strikes not just at our hearts but at the very heart of the entire labor movement. We all deplore their callous disregard for the quality of our lives and our careers and we will fight them on every front until we win.

FACT SHEET #ONE

In recent days Eastern management has mounted a slick public relations campaign designed to confuse the public and distort the facts about their recent decisions to try to bludgeon flight attendants and other EAL employees into submission. Eastern is afraid of the truth. That is why they fired our consultants (ALPA's and IAM's also) and have denied us access to vital company information. The downfall of EAL management will come when the truth is known. Below you will find some facts which will begin to assist you in exposing EAL's distortions.

Fact #1 Eastern has the gall to tell the public under their new draconian work rules and wage cuts that flight attendants will average \$31,000 dollars a year. Under the old contract flight attendant salaries averaged \$24,000 dollars. Is Eastern saying they just gave its flight attendants a 30% raise?

Fact #2 Wayne Yeoman, EAL Senior VP for Finance, has stated publicly that Eastern is only holding "pay, benefit, and work rule adjustments" to a "modest 20% range". Simple arithmetic would show anyone that since the Flight Attendants were already experiencing an 18% cut in pay (never disputed by Company) that the lay off of 1010 flight attendants would save much more than the other 2%. The company would have everyone believe that these massive layoffs and workrule changes are only worth 2% when they are reducing our flight attendant work force by 14%.

Fact #3 Under Eastern's new plan, flight attendants will lose 35%-60% in total wages , benefits and productivity changes.

Fact #4 Under the company imposed contract Flight Attendants are only guaranteed one day off in every seven. Eastern will be able to schedule that one day off away from home. There will be no overtime pay. Many flight attendants will have to work 14-20 hour days, and 50-70 hour weeks with no extra pay. Flight Attendants can be given "special assignments" on their days off without additional pay. Flight Attendants are excluded from the Fair Labor Standards Act and federal air safety regulations.

Fact #5 The new rules will require flight attendants to take over the jobs of 100-200 gate agents with no pay!

Fact #6 Under the new work rules many flight Attendants will work over 250 hours per month. The normal work month for American workers is 173 hours.

Fact #7 First year Flight Attendants will earn 50% less than first year Flight Attendants earned in 1980 and will have to work at least 25% longer to get it.(Adjusted for inflation)

Fact #8 Top seniority Flight Attendants will earn 28% less than in 1980 and will have to work 25% more hours to get it.(Adjusted for inflation)



Air Transport Division

Local 553

**TRANSPORT WORKERS UNION
OF AMERICA, AFL-CIO**

Airport Plaza - Suite 412 • 7370 N.W. 36th Street • Miami, Florida 33166
Telephone (305) 592-9390

RALLY FOR ALL EASTERN EMPLOYEES

JOIN THE BATTLE AGAINST THE FURTHER DESTRUCTION OF OUR
AIRLINE, AND CELEBRATE THE SOLIDARITY OF ALL EASTERN
EMPLOYEES!!!!!!!!!!

- Eastern employees have given concessions for 10 years, only to be continually victimized by inept and immoral management.
- There was NO NEED for Eastern management to furlough 1,010 flight attendants. They could have offered unpaid leaves of absence, as they have in the past. Leaves of absence would have saved more than \$1 mil.
- Management has imposed a proposal on flight attendants which guarantees only one day off a week - which may be away from home!!
- Many flight attendants will work more than 300 hours per month, at about \$4 per hour (flight attendants are excluded from the Fair Labor Standards Act and the Federal Air Regulations).
- Eastern employees have given more than \$500 million in the last 2 years, only to see our blood and sweat wasted.

GUEST SPEAKERS FROM THE TWU, IAM, ALPA, NON-CONTRACT AND MANY OTHER UNIONS IN THE BOSTON AREA. SURPRISE VIP SPEAKERS TO BE ANNOUNCED.

FRIDAY FEB 7th
NOON TO 1:00pm

BRING FAMILIES, FRIENDS, KIDS, NEIGHBORS, CHURCH GROUPS, AND EVERYONE ELSE WHO WANTS TO SEE US KEEP OUR JOBS AND RUN THE BEST AIRLINE.

CITY HALL PLAZA Labor donated

LOCAL 1445

A. F. L. - C. I. O.



725 South Street ★ Boston, Massachusetts 02131 ★ 327-6000 - 6001 - 6002
PAUL CROWE, PRESIDENT PAUL DUFAULT, SECRETARY-TREASURER

Honorable Michael Dukakis
Governor
Commonwealth of Massachusetts
State House
Boston, Massachusetts 02133

January 24, 1986

RE: Workers Compensation
Advisory Board

Honorable Governor Dukakis:

I would greatly appreciate your consideration for appointment to the Workers Compensation Advisory Board SHARON COUGLIN.

Sharon is an R.N. in the Commonwealth and presently working as a staff representative for United Food & Commercial Workers Union, Local 1459, in Springfield Massachusetts.

I am sure a professional R.N. would be a great asset to this board and those workers of the Commonwealth you and I are trying so hard to provide the best services possible.

Thank you for your consideration in this matter.

Best wishes always,

A handwritten signature in cursive script that reads "Paul Crowe". The signature is written in dark ink and is positioned above the printed name and title.

Paul Crowe, President
UFCW, Local 1445

PC:rc

cc: Paul Eustace, Secty. of Labor
Arthur Osborn, Pres. AFL/CIO
Richard Abdow, Pres. UFCW, Local 1459



LOCAL 1442

OFFICE OF THE LOCAL UNION

LOCAL 1442
OFFICE OF THE LOCAL UNION
1000 10th Avenue, S.W.
Seattle, Washington 98108

MEMBERSHIP LIST
Name: [Faded Name]
Address: [Faded Address]
City: [Faded City] State: [Faded State] Zip: [Faded Zip]
Phone: [Faded Phone Number]

DATE: [Faded Date]
BY: [Faded Signature]

LOCAL 1442
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1000 10th Avenue, S.W.
Seattle, Washington 98108

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1000 10th Avenue, S.W.
Seattle, Washington 98108



MASSACHUSETTS / AFL-CIO UNION LABEL & SERVICES TRADES COUNCIL

Buy Union — Buy American
8 Beacon Street, Room 48
Boston, MA. 02108
Tele: (617) 523-0469

January 3, 1986

PRESIDENT

Giro J. Cardinal

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Michael Tarallo

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John Murphy

Anthony Romano

Lucy Festa

Carl Proper

Richard O'Neill

Ralph Minsky

Thomas Scanlon

PRESIDENT EMERITUS

Edward F. O'Neil

Dear Brothers and Sisters:


The employees of Colonial Provision, members of UFCW 616, need our help. For years a product with the Colonial label has meant a product with the Massachusetts union label. Now an out of state concern is in the process of buying the Colonial Provision trademark. They have indicated they intend to produce the products elsewhere and close the Dorchester plant.


UFCW Local 616 has always been an active member of the Massachusetts labor movement. By applying pressure to the prospective new owners, Thorn Apple Valley, Inc. of Southfield, Michigan, we can assist Local 616 in maintaining decent union wage jobs in Massachusetts.

On Thursday, January 9, 7:00 P.M. at Freeport Hall (IBEW 103) in Dorchester, Union Label supporters will mobilize to show our support for 616. Please make every effort to attend and bring others to this rally.

Let's keep it union made in Massachusetts.

In solidarity,


Giro Cardinal
President
Union Label


Michael Tarallo
Secretary-Treasurer
Union Label

opeiu-6
afl/cio

1/29

✓

JFK

January 24, 1986

Mr. Arthur R. Osborne
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborne,

1985 has been an active year for the John F. Kennedy Library Foundation. Some items of particular note are:

The Endowment Campaign has been tremendously successful. To date, \$6 million has been raised in contributions and pledges toward our \$8 million goal. The efforts of the Development Committee, chaired by Frederick A. Wang, produced \$2,759,122 in pledges or donations this year. Stephen E. Smith oversaw two very successful fund raising dinners - one held in June at Senator Edward M. Kennedy's home in Virginia, and another at the Kennedy Library in October. The Committee has also undertaken a major direct mail campaign. The initial test mailing of 100,000 pieces in October was sufficiently profitable to warrant a second more extensive mailing this month.

The Education Committee, chaired by Carol R. Goldberg, has worked very hard to ensure the success of two programs it initiated a year ago. These are the JFK Library Corps, which teaches young people about government by involving them in public service projects in their communities, and the Kennedy Library Project to Improve the Teaching of American Politics, which awarded several grants for innovative government and history curricula. The Foundation also sponsored a major forum on J. Anthony Lucas' best seller, Common Ground: A Turbulent Decade in the Lives of Three American Families. In addition, the Committee oversees the many educational programs administered by the Library staff which receive Foundation financial support and has begun two new efforts sponsoring undergraduate and scholarly use of the Library Archives.

Like other area museums, the John F. Kennedy Library is dependent upon advertising to increase visitorship. The Public Relations and Marketing Committee has many ideas ready to be implemented once the money is available for an annual advertising campaign.

Led by Caroline B. Kennedy, the Museum and Exhibits Committee is in the process of planning the redesign of the museum to include an expanded space exhibit, interactive games, and visiting exhibits.

Under the direction of William L. Brown, the Investment Committee has retained the services of Dewey Square Investors to advise the Committee and implement its decisions. Annual Audited Financial Statements are prepared by Touche Ross.

Having received a \$5,200,000 Congressional appropriation for the construction of an addition to the building and a dock, the Executive Committee has been working with I.M. Pei in developing plans for the new addition. The Committee is also working to resolve the many environmental and other issues relating to the construction of the dock.

The Friends of the John F. Kennedy Library, chaired by Don Dowd, has been actively soliciting new members. The Friends maintain and restore the "Victura", host several commemorative events throughout the year, and are planning new projects such as the outdoor lighting of the building.

With the resignation of Dan Fenn as Director of the Library, a Search Committee including several Foundation Board members is reviewing candidates for the Directorship.

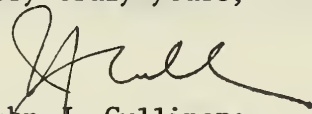
Four new members were added to the Board of Directors of the Foundation. They and their committee assignments are: Joseph P. Lombard, Education Committee; John F. Kennedy, Jr., Public Relations and Marketing Committee; Courtney Kennedy Ruhe, Museum and Exhibits Committee; and Don Dowd, Chairperson of the Friends of the Kennedy Library.

The Foundation has moved from its State Street office to 44 School Street. With Mark Roosevelt as the Executive Director, the Foundation staff now includes Marsha Gomberg, Coordinator of the JFK Library Corps; Karyn Wilson, Coordinator of Fund Raising; and Michele Bush, Office Manager. Steve Knott works part-time coordinating the efforts of the Friends of the Kennedy Library.

Once again, the progress of the Foundation and its programs is due to the hard work and generosity of many people. Thank you to all the Board members and Committee Chairpersons for their devotion of time and resources. Thank you to those Library staff serving as committee liaisons. Special thanks to Tom O'Keeffe, Ann Slotnick, and Robin Deveraux of R.M. Bradley for their accounting services; to Wang Laboratories for the donation of word processing equipment; to Edward B. Hanify for his legal services; to Ranny Cooper of Senator Kennedy's office for her help in our fund raising efforts; and of course, to all our contributors.

It has been a most productive year for the Foundation and for the future of the John F. Kennedy Library.

Very truly yours,


John J. Cullinane
Chairman of the Board

University of California, Berkeley

(School or College)

Hiring Unit: Institute of Industrial Relations

POSITION AVAILABLE

Title: Coordinator of Public Programs and Chair, Center for Labor Research and Education

Duties and Responsibilities: Overall responsibility for the Center's labor research and education program. Direction and supervision of a staff that currently includes eight professional and seven clerical personnel. Responsible for the development and coordination of new programs and for securing grants from outside funding sources. Also responsible for developing and maintaining strong working relationships with trade union officers and leaders of organized labor bodies in the northern part of the state and with national leaders in the field of labor education. Prepares original materials for use in labor education programs. Writes pamphlets, handbooks, etc. for use in the labor community. Organizes and teaches in conferences, courses, and workshops.

Qualifications Required: At least five years' experience as a union officer, staff member, and/or full-time labor educator with some union experience.

Salary Range: \$ 40,648 or more /year, depending on qualifications

Approximate Starting Date: August 1, 1986

Total Duration of Appointment: Permanent Appointment.

Application Deadline: March 15, 1986 or 30 days from publication date, whichever is later.

Apply to: Send curriculum vitae and name/address of three references to:
Barbara Porter, Secretary, Search Committee, Institute of Industrial Relations, University of California, Berkeley, California 94720

CKRB
1/3/86
Telephone: (415) 642-5452

THE UNIVERSITY OF CALIFORNIA IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER



*Refer to
Communications
J. E. C.*

January 31, 1986

Dear Friend:

The Health Planning Council for Greater Boston, Inc. is pleased to announce our ELDER HEALTH CARE LEADERSHIP COURSE. We would like to request your assistance in identifying interested elders who might like to participate.

The Health Planning Council for Greater Boston works actively on issues related to health services, including such topics as access, quality, and the cost of services to the elderly.

We are asking your help in publicizing our ELDER HEALTH CARE LEADERSHIP COURSE, and in making applications available to prospective participants. We would like you to provide this help by distributing the enclosed applications to people whom you believe would be interested and would meet our broad qualifications. All applications will be screened and assigned to the two sessions until they are full. We will keep all remaining applications on file for assignment to future sessions should that be possible at a later date. There would be no need to reapply. We will contact all applicants with further information after selections have been made.

For the Council this is an exciting course, and we are confident that participants will find it informative and useful. A measure of our success in this endeavor depends upon widespread recruitment efforts, and so we want to thank you very much in advance for your cooperation and for your efforts in assisting us in publicizing the course.

Course enrollment is limited to twenty-five participants per session, and the course will be offered twice initially, once in the spring and again in the fall. We hope to be in the position to make this a regular event. Selection criteria for these two first offerings will be based on the following general guidelines:

- ° Residents of greater Boston;
- ° Active members of organizations addressing interests of the elderly;
- ° Leadership interest and skills;
- ° Willingness to consider formal and/or informal participation in disseminating some of the information gained during the course sessions;

Suite 635, 294 Washington Street, Boston, Massachusetts 02108 Telephone (617) 426-2022

Officers	President	Vice Presidents	Treasurer	Secretary	Executive Director
	Lewis W. Pollack	Phyllis J. Miller, R.N. William A. Reilly, Jr.	Gregory Bulger	Herbert P. Gleason	Charles L. Donahue, Jr.

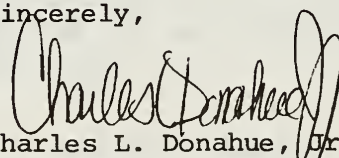
- ° Public speaking capabilities;
- ° Interest and some familiarity with health care issues;
- ° Commitment to attend all course sessions.

Our new course focuses on issues of special interest and importance to the elderly. These are some of the specifics:

- ° Twelve hours of course time;
- ° Free for participants;
- ° Downtown Boston location, Health Planning Council offices, 294 Washington Street, Suite 635;
- ° Transportation assistance where necessary;
- ° Focus on policy issues in health care for the elderly and major forces affecting the system of services;
- ° Consideration of the role of consumer advocates in public debates on policies and programs;
- ° Emphasis on strategies elders can use to have impact on the system;
- ° Presentations by Health Planning Council staff and guest speakers;
- ° Workbook and other course materials for use during the sessions and for future reference;
- ° Interactive discussions among participants, staff and speakers;
- ° Continued contact with Health Planning Council staff into the months following the course;
- ° Preparation of participants to become effective spokespersons among elders and in interface with key individuals who are in the front lines in developing ongoing health care policy.

If you have any questions, or want additional information, please call Charlane Conrad at 426-2022.

Sincerely,


Charles L. Donahue, Jr.
Executive Director

CLD/anr
enc.

HEALTH CARE POLICY

YOUR Voice
can be heard

HEALTH PLANNING COUNCIL FOR
GREATER BOSTON, INC.

presents

ELDER HEALTH POLICY LEADERSHIP COURSE

The purpose of this course is to train elders who would like a voice in the health care policy process which affects the types and costs of the health care services they purchase. A continuing health policy issue in the nation is how to reduce health costs without diminishing access to services or the quality of care. Cost containment initiatives are underway throughout the United States in both the public and private sectors. Government health programs serving the elderly, such as Medicare and Medicaid, have been targeted for cost containment. Efforts to reduce the federal deficit have resulted in changes in the Medicare program, reducing benefits and increasing direct costs to the elderly. IT IS CRITICAL THAT ELDERS BE KNOWLEDGEABLE AND ARTICULATE ABOUT THE IMPLICATIONS OF THESE COMPLEX HEALTH POLICY DEVELOPMENTS SO THAT THEY CAN BE EFFECTIVE PROMOTERS FOR ELDER INTERESTS.

The course is being sponsored by the Health Planning Council for Greater Boston. The Council is the federally designated regional health planning agency for the Greater Boston area. Agency staff work closely with a volunteer membership, comprised of local health care providers and interested community members, on projects involving policy, planning and public education. To date, we have offered courses on relevant topics to public officials, business groups and labor organizations. The agency has a special committee dealing with elder health care issues which has been advising staff on the development of this course.

IF YOU ARE INTERESTED IN APPLYING FOR THE COURSE, PLEASE FILL OUT THE APPLICATION FORM ON THE REVERSE SIDE AND RETURN IN THE ATTACHED PREPAID ENVELOPE. ENROLLMENT IS LIMITED TO 25 IN EACH OF THE TWO PLANNED SESSIONS. WE HOPE TO BE ABLE TO MAKE THIS COURSE A REGULAR EVENT.

FOR MORE INFORMATION PLEASE CALL OR WRITE:

HEALTH PLANNING COUNCIL FOR
GREATER BOSTON, INC.
Suite 630, 294 Washington Street
Boston, Massachusetts 02108
(617) 426-2022

Please print
or type

ELDER HEALTH CARE LEADERSHIP COURSE

Application Form

Name _____ Phone _____

Address _____ Age (optional) _____

Current Employment _____

Past Employment _____

Organizational Affiliations:

Organization	Type of participation (i.e. member, office)
_____	_____
_____	_____

Do you represent a group? (If "yes", check name above.) Yes ☐ No ☐

Describe your current or prior involvement in health care related issues such as:
Advocacy activities, Courses, Employment, Volunteer work, Committees, Relevant personal
experience, etc.

What issues would you want included in course discussions? _____

How might you use information from this course? _____

Are you bilingual? (If "yes", language.) _____ Yes ☐ No ☐

Do you have experience addressing groups? Yes ☐ No ☐

Would you be willing to speak to groups and/or lead discussions about
health care issues after completing this course? (Health Planning
Council staff would provide needed support and guidance to help you.) Yes ☐ No ☐

This course consists of twelve hours of presentation & discussions and
will be offered twice. Please indicate your preference for spring or
fall enrollment.

April-May ☐

Sept.-Oct. ☐

No Preference ☐

Do you need transportation assistance? Yes ☐ No ☐

Comments or additional information: _____

Application deadline:

3/10/86

FROM: _____



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for GREATER BOSTON, INC.**

294 WASHINGTON ST. SUITE 630
BOSTON, MA 02108





DEMOCRATIC STATE COMMITTEE

Chet Atkins, Chairman

11 Beacon Street • Suite 426 • Boston • Massachusetts 02108 • (617) 367-4760



*Refer
to
Communications
M-E*

January 28, 1986

Mr. George Carpenter
8 Beacon Street
Boston, MA 02108

Dear Mr. Carpenter: *George*

What an incredible China Pearl Dinner we had this year! On behalf of the Democratic State Committee, I wish to extend my thanks for your efforts in making the China Pearl such a great success.

The enthusiasm and excitement for the party that this event generated is immeasurable, and I am sure it will extend through the '86 Election year cycle.

Thanks again!

Sincerely,

Chet Atkins
State Party Chairman

Rec i/31



Tel. (617) 396-2888

UNITED BROTHERHOOD
OF
CARPENTERS AND JOINERS OF AMERICA

Local Union No. 218

ONE CITY HALL MALL
MEDFORD, MASSACHUSETTS 02155

January 30, 1986

Arthur R. Osborn, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA. 02108

Dear Arthur,

Enclosed is some material which was sent to one of our members from the National Right To Work Committee. The letter is self-explanatory.

Undoubtedly, you are aware of this material, but I have taken the liberty to forward the enclosed copies.

Fraternally yours,

Walter C. Chipman
Fin. Sec.-Bus. Rep.

WCC/gf

Encs.

Congressman Richard Arney

Texas District 26

1/3/

January 15, 1986

Dear Mr. Rickard:

True or false?

"You have nothing to fear from Big Labor."

If you answered that question "true," you're wrong -- maybe dead wrong.

You see, the AFL-CIO is engineering passage of legislation in Congress that threatens to lock its stranglehold on one of the most important sectors of the American economy -- the construction industry.

If the union bosses' bill isn't stopped, it will hurt not just people in the construction industry, but every American who has ever thought of buying or selling a home.

And, as someone desperately trying to defeat the union hierarchy on this bill, I urgently need to know whether you will help me in this important fight. I will tell you how you can help in just a moment.

But, first, let me explain what we're facing.

The union bosses' bill is HR 281. It passed the House Committee on Education and Labor by a vote of 20 to 12. I was one of the twelve Congressmen who voted against it.

The so-called "purpose" of this bill is to "increase the stability of collective bargaining in the building and construction industry" -- Big Labor's shorthand for getting the government to hand control over workers in construction companies to the union organizers.

But, despite the fancy words, the union bosses' real goals are clear.

First of all, Big Labor is trying to grab total control over every construction site. Under present law a contractor can have some work done at a site by union workers and some by nonunion workers. HR 281 would outlaw that.

And, just as importantly, what the AFL-CIO wants is to put the United States government squarely on its side -- doing the organizers' job for them and to force millions of workers into unions against their will and force U.S. consumers to pay the inflated costs of union featherbedding.

If you and I and other concerned Americans can't defeat

HR 281, it could have devastating impact on our nation's economy.

Costs in the construction and home building industries today are high. And, one of the main reasons is the inflationary demands of the union bosses.

And, if HR 281 becomes law, we will see an even bigger explosion in construction costs -- and a crippling blow dealt to this critical sector of the American economy.

The reasons are simple. If the union bosses succeed in passing their power grab, two unavoidable results will occur.

1. Tens of thousands of nonunion workers will be forced into the union ranks as a condition of employment -- or else into the ranks of the unemployed.

Union bosses will use their new powers to get the government to squeeze out nonunion workers and companies, and impose their notorious cost-inflating work rules on every job.

2. With skyrocketing costs due to the irresponsible demands of the union officials and their increased power, home ownership will soon be beyond the reach of millions more Americans -- resulting in lower construction demand and thus tightening further the control over workers and business by the union hierarchy.

The union bosses' bill is no idle threat. They mean business -- and they're committing every bit of their vast financial empire and political muscle to get HR 281 passed into law.

HR 281 will be voted on by the House of Representatives any day. Frankly, I'm not optimistic about defeating it. While there may be an outside chance at victory in the House, it doesn't look good.

Tip O'Neill, the entire union political apparatus, and even a few Republican "leaders" are pushing hard for this bill.

While it's essential that concerned Americans not ignore the House, a real opportunity to defeat this bill is in the Senate.

Most inside observers don't believe that HR 281 can be stopped in the Senate Labor Committee. Even though the

Chairman, Orrin Hatch of Utah, is opposed to this bill, a majority of the members, including Ted Kennedy, undoubtedly will support it.

Our real hope for defeating HR 281 and stopping the union bosses' power grab will be on the Senate floor. To be honest, our work is cut out for us.

It's unlikely that more than a handful of Democrat Senators will oppose the bill. But, at least a dozen Republican Senators are certain to support it.

And, if we fail in the Senate we can't be guaranteed of President Reagan's veto.

As amazing as that may sound, the advice that President Reagan is receiving on labor policy matters is coming from people who are more concerned with promoting the interests of the union hierarchy in hope of some future political gain.

So you see, this is not a battle that is going to "win itself" -- it's going to take a lot of hard work to defeat the union power brokers.

That's the reason I called my friend Reed Larson, the president of the National Right To Work Committee, and asked him to help.

The Right to Work Committee has a tremendous record of success in stopping Big Labor's power grabs -- victories like the defeat of the so-called labor law "reform" and the common situs picketing bills.

After Reed and I discussed the situation, we came up with a three-step plan to defeat HR 281. But for this plan to work, I must ask for your help.

First, will you sign and mail the enclosed postcards to your Congressman and two U.S. Senators?

With Big Labor pulling out all the stops, the only way to defeat the union bosses' power grab is to put heat directly on the politicians.

You and I and other concerned Americans must let the politicians know that it's political suicide to back the union bosses' special interest legislation instead of backing up the needs and interests of the American people.

Second, will you sign the postcard I've enclosed that is addressed to President Reagan?

If enough Americans get the message into the White House now -- that HR 281 is bad for America's working people and for our economy -- we can offset the influence

of the union boss sympathizers.

And third, please sit down and right after you sign the postcards, write a check for at least \$25 to the National Right To Work Committee.

I'm asking you to make a contribution to the Right to Work Committee because they are leading the opposition to the union bosses' bill.

The Right to Work Committee will be conducting a massive public education campaign designed to mobilize the American people against the union bosses' bill.

Through advertisements in newspapers, radio -- and even possibly on TV -- as well as through extensive work with the media, the National Right to Work Committee's battle plan to defeat HR 281 is critical to our success -- and expensive.

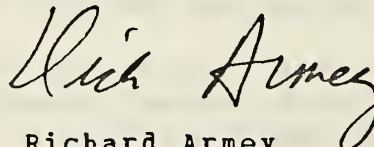
I know that Reed Larson and his staff at Right to Work will do everything they can to get the biggest possible bang for the buck. But, any way you cut it, it's going to take money to defeat the union bosses' huge bankroll and horde of lobbyists.

It's very important that you act immediately. I'm sure that, with support from enough concerned citizens like you, we can defeat the union bosses' power grab in either the Senate -- or if necessary, the White House.

But we will only succeed if you take a moment to get personally involved in this fight. Sign the postcards and send a contribution of \$25, \$50, or if possible, as much as \$100, to the Right to Work Committee.

Please, act today.

Sincerely,



Richard Armey
Member of Congress

P.S. Despite all of the media reports that "Big Labor is dead," the union bosses are moving rapidly to pass a massive power grab that would give them control over tens of thousands of workers and businesses in the construction industry.

Please, take the actions I've mentioned and send your contribution to the National Right to Work Committee immediately.

LEGISLATIVE ACTION REPLY

TO: Congressman Richard Armey

FROM:

05AK

Congressman, you can count on my help! Union bosses must not be allowed to push their power grab into law. To help, I have:

_____ Sent the postcards to my Senators and Congressman demanding they oppose HR 281 -- the union bosses' bill to take control of the construction industry.

_____ Contacted President Reagan and urged him to publicly pledge to veto HR 281 if it gets to his desk.

_____ Enclosed my contribution to help the National Right to Work Committee fight the union officials' dangerous proposal in the amount of:

_____ \$25 _____ \$50 _____ \$100 _____ \$250

_____ \$500 _____ \$1,000 _____ other

Signature

(Please make check payable to the National Right to Work Committee)

NATIONAL RIGHT TO WORK COMMITTEE • 8001 BRADDOCK ROAD • SPRINGFIELD, VIRGINIA 22160

THE WORTHINGTON

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Dear Mr. President:

I respectfully request that, if the bill entitled HR 281 is passed by the Congress and sent to you for your signature, you exercise your constitutional authority and veto it.

Sir, this bill violates the rights of American workers to decide freely and without coercion if they wish to join a union. It violates the right of employers and contractors to freely decide if they wish to work with union or nonunion workers in the construction industry. And this bill will have a devastating impact on the ability of Americans to own, build and sell their homes.

Sincerely,

Dear Senator _____:

As a citizen, voter and taxpayer, I strongly urge you to oppose HR 281. It not only violates a worker's right to freely decide whether he or she wishes to join a union, but also forces employers and contractors into dealing exclusively with unions if they want to stay in the construction business. Further, this bill will cause chaos and hardship in a very important segment of our nation's economy.

Please inform the other members of your Committee of my opposition to this bill before you bring it to a vote.

Sincerely,

Dear Senator _____:

As a citizen, voter and taxpayer, I strongly urge you to oppose HR 281. It not only violates a worker's right to freely decide whether he or she wishes to join a union, but also forces employers and contractors into dealing exclusively with unions if they want to stay in the construction business. Further, this bill will cause chaos and hardship in a very important segment of our nation's economy.

Please inform the other members of your Committee of my opposition to this bill before you bring it to a vote.

Sincerely,

Dear Congressman _____:

As a citizen, voter and taxpayer, I strongly urge you to oppose HR 281. It not only violates a worker's right to freely decide whether he or she wishes to join a union, but also forces employers and contractors into dealing exclusively with unions if they want to stay in the construction business. Further, this bill will cause chaos and hardship in a very important segment of our nation's economy.

Please inform the other members of your Committee of my opposition to this bill before you bring it to a vote.

Sincerely,

American Federation of Labor and Congress of Industrial Organizations



815 Sixteenth Street, N.W.
Washington, D.C. 20006
(202) 637-5000

C

EXECUTIVE COUNCIL

LANE KIRKLAND PRESIDENT

Thomas W. Gleason
Albert Shanker
Angelo Fosco
Alvin E. Heaps
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John J. Sweeney
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Vincent R. Sombrotto
Marvin J. Boede
John T. Joyce
Larry L. Dugan, Jr.
Gene Upshaw

Rec'd
2/3/86

January 30, 1986

Mr. James A. Mulvey
Business Manager
International Brotherhood of
Electrical Workers
Local Union 2325
P. O. Box 300
Northborough, Massachusetts 01532

Dear Brother Mulvey:

President Kirkland referred your letter of concern about the teaching of labor history to young people to this Department for response. We are most sympathetic with your frustrations in this area and have initiated several programs and publications to assist our unions in their outreach to schools. I am sending you, under separate cover, a package which includes:

HOW SCHOOLS ARE TEACHING ABOUT LABOR:

A collection of labor curricula, appropriate to elementary and secondary students, which has already been accepted into public school systems.

A GUIDE FOR LOCAL CENTRAL BODIES:

To assist them in establishing programs in the schools in conjunction with the American Federation of Teachers.

An up-to-date catalogue of FILMS & VIDEO TAPES:

Material available and rented to public schools nationwide through our labor film library.

January 30, 1986

A SHORT HISTORY OF AMERICAN LABOR:

With an accompanying Lesson Guide prepared by the American Federation of Teachers. You will note that it is designed so that individual unions could use their own logo on the first page.

SPEAKER'S BUREAU GUIDE:


To assist local labor organizations in providing speakers for school and community groups.

I am also including for you some specific examples of how internationals, locals and central bodies have individually tried to increase teacher and student awareness of the contribution of labor. One outstanding example of a local union working to educate students on labor history is carried on by IBEW #25 in Long Island in conjunction with Cornell University. I have also enclosed their brochure.

We are most appreciative of your proposal and shall refer it to our Labor in the Schools Task Force which is made up of representatives of our International Unions interested in this effort.

If we can be of further assistance or answer any questions, please don't hesitate to contact us.

Sincerely,


Dorothy Shields
Director
Department of Education

DS/nd
opeiu#2afl-cio

cc: Mr. Charles Pillard
Mr. Arthur Osborn
Mr. John O'Malley



Rec'd
2/3/86

DEMOCRATIC STATE COMMITTEE

Chet Atkins, Chairman

11 Beacon Street • Suite 426 • Boston • Massachusetts 02108 • (617) 367-4760



C

January 28, 1986

Mr. Arthur Osborn
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn:

Arthur

What an incredible China Pearl Dinner we had this year! On behalf of the Democratic State Committee, I wish to extend my thanks for your efforts in making the China Pearl such a great success.

The enthusiasm and excitement for the party that this event generated is immeasurable, and I am sure it will extend through the '86 Election year cycle.

Thanks again!

Sincerely,

Chet

Chet Atkins
State Party Chairman



C
The Commonwealth of Massachusetts

House of Representatives

Committee on Post Audit and Oversight

STATE HOUSE, BOSTON, MA 02133

*Rec'd
1/17/86*

ROBERT A. CERASOLI
REPRESENTATIVE
3RD NORFOLK DISTRICT
54 RUSSELL PARK
QUINCY, MA 02169
HOME TEL.: 471-3859

Chairman

STATE HOUSE OFFICE
ROOM 146
BOSTON, MA 02133
TEL.: 722-2560

January 10, 1986

Carmine D'Olimpio, President
Building and Construction Trades Council
Labor Temple
P.O. Box 636
Quincy, Massachusetts 02269

Dear Carmine:

This letter is to inform you of the final disposition of the "Prevailing Wage" legislation, House bills 1973, 2280, and 3811.

House 1973, legislation relative to prevailing wage rates, House 2280, legislation relative to wage preservation and creation of jobs in the construction of public works, and House 3811, to establish a standard of advancement of certain apprentices in the labor force, all received adverse reports from the Committee on State Administration and the reports were accepted, thereby killing the bills.

I appreciated hearing from you on this issue.

Sincerely,

Robert A. Cerasoli
Robert A. Cerasoli
Chairman

Committee on Post Audit
and Oversight

RAC:lp

INTERNATIONAL COORDINATING COUNCIL

3 School Street
Boston, Massachusetts 02108, U.S.A.
(617) 542-9290

Chairman
DR. LEO L. BERANEK
(617) 729-3807

Vice-Chairman
RICHARD A. WILEY
(617) 434-2794

Executive Director
LOIS G. PINES

January 20, 1986

Mr. Arthur Osborn
Massachusetts State Council AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Arthur:

The International Coordinating Council will be moving from 3 School Street, Boston to its permanent location at 22 Batterymarch Street, Boston, Massachusetts 02109 as of January 30, 1986. Please make note of this new address for future correspondence. Our telephone number remains the same: (617)542-9290.

Thank you for your cooperation and understanding.

Sincerely yours,



Lois Pines
Executive Director

LP/mm

Cesar Chavez

United Farm Workers
P.O. Box 62, La Paz
Keene, CA 93531

JANUARY 8, 1986



*Communications
J. E. C*

MASS AFL-CIO COUNCIL
8 BEACON ST 3RD FL
BOSTON MA 02108

DEAR MASS AFL-CIO COUNCIL

Thank you for caring. Your support and your contribution mean a lot to the farm workers.

Like many UFW members, Francisco Larios is looking forward to 1986. Even though his daughter will never walk (his wife's exposure to pesticides during pregnancy caused their child to be born without pieces of her spine), he knows the importance of the support of people across America for the boycott of California fresh grapes. This support will make the difference for his family and for others even less fortunate.

Through your support of the boycott, you will convince the growers to provide safe working and living conditions and an end to child labor for thousands of farm worker families.

Again, thank you. My sincerest wishes for a joyful new year.

VIVA LA CAUSA

CESAR CHAVEZ

CC/jh

P.S. Because consumers aren't buying grapes, growers are being forced to keep their grapes in cold storage--or unload them below cost at prices as low as 39 cents a pound. Looks like the boycott is working!



**JOB TRAINING
PARTNERSHIP ACT
TITLE III
DISLOCATED WORKERS PROGRAM**



**8 BEACON STREET
ROOM 47
BOSTON, MA 02108
TELEPHONE 523-0623**



PAUL EUSTACE
Secretary of Labor

GIRO J. CARDINAL
Program Manager

ARTHUR R. OSBORN
President

AN EXECUTIVE OFFICE OF LABOR PROGRAM, RUN IN CO-ORDINATION WITH THE MASS. AFL-CIO

January 23, 1986

Mr. Arthur R. Osborn, Pres.
Mass. AFL-CIO
8 Beacon Street, 3rd Fl.
Boston, Mass. 02108

Arthur
Dear Arthur;

I am requesting , that you set aside some time , at your convience,
in order that we may discuss and resolve, the following.

1. The current situation about the hotels; Union vs non-union
2. Your request for the Union Label Council to participate
in the St. Patrick parade in Holyoke.
3. On the outcome of your conversation with Frank Lyons,
concerning the possibility of a " Work Shop " for JTPA
at the Gompers- Murray- Meany Educational Conference.

and

any other matter you may wish to discuss with me.

Fraternally yours, in solidarity,

Giro J. Cardinal
Giro J. Cardinal
Director, E./T.

NOTICE

FLORIDA A. PHILIP RANDOLPH INSTITUTE ANNUAL CONFERENCE

The 1986 Florida APRI Conference is being held on February 14 - 16, 1986 in the Hilton Hotel in Jacksonville, Florida. Registration fee is \$65.00 and room rates at the Hilton are \$50.00/single and \$55.00/double occupancy. Please contact Roland Rolle, President, Greater Miami Chapter - APRI, 2929 S.W. 3rd Ave., Miami, Florida 33129, 305/854-0220 for further information. We urge you to send at least one delegate from your local to this conference.



Refer to Comm. J.E.C.

RESERVATIONS MUST REACH HOTEL BY March 21, 1986

TALLAHASSEE HILTON

P. O. Box 1569, TALLAHASSEE, FLORIDA 32302 - 904/224-5000



HILTON

Name of Convention AFL-CIO Convention Dates April 13-15, 1986
Guest Name _____ Arrival Date _____
Address _____ Departure Date _____
City _____ State _____ Zip _____

(Children FREE when occupying the same room as their parents.)

Accommodations Desired:

Please check desired rate

1 Person - SINGLE (1 Bed) ☐ . \$59
2 Persons - DOUBLE (2 Beds) ☐ . \$71

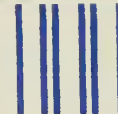
Rooms Available For
Occupancy After 2:00 P.M.

NOTE: Rooms will be held until 6 P.M., unless accompanied by a deposit or guarantee.

☐ American Express ☐ Visa ☐ MasterCard
☐ Diners Club ☐ Carte Blanc

Card Number _____ exp. date _____

SPECIAL REQUEST: _____



030-17A

NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES



BUSINESS REPLY MAIL

FIRST CLASS PERMIT #211 TALLAHASSEE, FLORIDA

POSTAGE WILL BE PAID BY ADDRESSEE



TALLAHASSEE HILTON
P.O. BOX 1569
Tallahassee, Florida 32302

032
001

ATTENTION: Reservations Office

**WE
STAND
TOGETHER**

ALPA TWU

IAM







FLORIDA AFL-CIO

COMMITTEE ON POLITICAL EDUCATION

135 SOUTH MONROE STREET • TALLAHASSEE, FLORIDA • 32301 • TELEPHONE [904] 224-6926

January 17, 1986

TO: All Affiliated Local Unions and Delegates to the 1985 COPE Conference

Dear Brothers and Sisters:

The Florida AFL-CIO Annual COPE and Legislative Conference will be held on April 14-16, 1986 at the Hilton Hotel, 101 South Adams Street in Tallahassee.

Registration will be held from 4:00 - 8:00 p.m. on Sunday, April 13 on the first floor of the Hilton Hotel in Salons A & B. The Conference will begin on Monday, April 14 commencing at 9:00 a.m. The registration fee will be \$65.00 per delegate if registration received by March 28, 1986 and \$75.00 if registration received after March 28, 1986. The registration fee covers the cost of the COPE Conference and the legislative reception on Tuesday evening, April 15. The legislative reception will have a western theme and should be an enjoyable evening for delegates and legislators. The legislative reception will be held from 7:00 - 11:00 p.m. at the National Guard Armory, 1225 Easterwood Drive (just off Capital Circle). Transportation will be available for this function.

We have a block of rooms reserved at the Tallahassee Hilton and the Ramada Inn on Apalachee Parkway. Reservation cards are enclosed for both hotels.

Pre-registration forms are also enclosed for each delegate planning to attend the COPE Conference. These forms, along with the \$65.00 pre-registration fee should be returned to Susan Wilson, Secretary-Treasurer by March 28, 1986. We encourage you to register early to allow us to better plan our conference and accommodate your delegates.

The 1986 Session of the Florida Legislature will officially open on Tuesday, April 8, 1986. The COPE Conference is a very important meeting on our legislative activities and we stress the importance of your participation.

Looking forward to seeing you at the COPE Conference.

Sincerely and fraternally,

Daniel J. Miller
President

Joseph E. Martin
Executive Vice President
and COPE Director

Susan D. Wilson
Secretary-Treasurer

DJM/JEM/SDW/ce
opeiu #73
afl-cio

AFL-CIO MEETING TALLAHASSEE - April 14-15-16 - 1986

Arrival Date:_____ Time:_____ # of nights_____

Name_____ Address_____

Room Request:_____ Single (1 person) \$40.00 _____ Double (2 people) \$48.00

***Note - Reservations held until 6:00 p.m. est. If a later arrival time is expected, an advance deposit is required of one night's room rental. The deadline for making reservations is 3/21/86. Courtesy transportation is available to and from the airport.

RAMADA INN EAST - 1355 Apalachee Parkway, Tallahassee, Florida 32301
(904) 877-3171



AFL-CIO MEETING TALLAHASSEE - April 14-15-16 - 1986

Arrival Date:_____ Time:_____ # of nights_____

Name_____ Address_____

Room Request:_____ Single (1 person) \$40.00 _____ Double (2 people) \$48.00

***Note - Reservations held until 6:00 p.m. est. If a later arrival time is expected, an advance deposit is required of one night's room rental. The deadline for making reservations is 3/21/86. Courtesy transportation is available to and from the airport.

RAMADA INN EAST - 1355 Apalachee Parkway, Tallahassee, Florida 32301
(904) 877-3171



AFL-CIO MEETING TALLAHASSEE - April 14-15-16 - 1986

Arrival Date:_____ Time:_____ # of nights_____

Name_____ Address_____

Room Request:_____ Single (1 person) \$40.00 _____ Double (2 people) \$48.00

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RAMADA INN EAST - 1355 Apalachee Parkway, Tallahassee, Florida 32301
(904) 877-3171



1986 COPE CONFERENCE REGISTRATION FORM

Delegate Name _____
Address _____
 (Street) (City) (Zip)
Office Phone _____ Home Phone _____
Union Affiliation _____
 (Local) (Number)

Delegate's Signature Local Union Officer's Signature

NOTE: REGISTRATION RECEIVED BEFORE MARCH 28, 1986 IS \$65.00.
REGISTRATION RECEIVED AFTER MARCH 28, 1986 IS \$75.00.

opeiu #73
afl-cio



1986 COPE CONFERENCE REGISTRATION FORM

Delegate Name _____
Address _____
 (Street) (City) (Zip)
Office Phone _____ Home Phone _____
Union Affiliation _____
 (Local) (Number)

Delegate's Signature Local Union Officer's Signature

NOTE: REGISTRATION RECEIVED BEFORE MARCH 28, 1986 IS \$65.00.
REGISTRATION RECEIVED AFTER MARCH 28, 1986 IS \$75.00.

opeiu #73
afl-cio



1986 COPE CONFERENCE REGISTRATION FORM

Delegate Name _____
Address _____
 (Street) (City) (Zip)
Office Phone _____ Home Phone _____
Union Affiliation _____
 (Local) (Number)

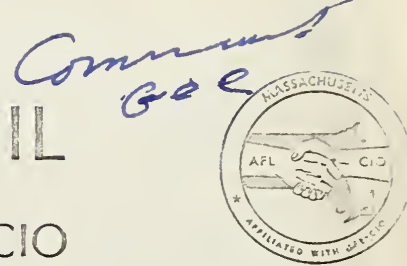
Delegate's Signature Local Union Officer's Signature

NOTE: REGISTRATION RECEIVED BEFORE MARCH 28, 1986 IS \$65.00.
REGISTRATION RECEIVED AFTER MARCH 28, 1986 IS \$75.00.

opeiu #73
afl-cio



MARITIME TRADES COUNCIL OF GREATER BOSTON AND NEW ENGLAND AFL-CIO



11 ROGERS STREET - GLOUCESTER, MA 01930 - (617) 283-1167



MIKE ORLANDO

PRESIDENT

E. W. BUFFUM

SECRETARY-TREASURER

M.T.D. AFFILIATES

Boston Cement Masons and

Asphalt Layers Union

Local No. 534

Building & Construction Trades

Council of the Metropolitan District

District Lodge No. 38

I.A. of M & A W

Glaziers' and Glassworkers

Local Union No. 1044, AFL-CIO

International Brotherhood of

Electrical Workers

Local 104 of Greater Boston

and Oilers Local #3

International Brotherhood of

Painters & Allied Trades

District Council No. 35

International Organization of

Masters, Mates & Pilots

International Union of

Elevator Constructors

Local No. 4

International Union of

Operating Engineers

Local No. 4 & It's Branches

Laborers International Union of

North America, AFL-CIO - Local 223

National Maritime Union of

North America, AFL-CIO

Pipefitter's Association

Local Union 537, U A

Roofers Local Union No. 33

of the United Union of Roofers,

Waterproofers and Allied Workers

Seafarers International Union

of North America AFL-CIO

Service Employees International Union

Local 254, AFL-CIO

Sheet Metal Workers

International Association

Local Union No. 17

Union Brotherhood of Carpenters &

Joiners of America - Local Union No. 56

United Brotherhood of Carpenters &

Joiners of America Millwright

Local No. 1211

January 22, 1986

Dear Sir and Brother:

The next meeting of the Maritime Port Council will be held on Tuesday, January 28, 1986 at Nick's Restaurant, 100 Warrenton Street, Boston, Mass.

The meeting will be called to order at 12:30 P. M. and a luncheon will follow the meeting.

Looking forward to meeting with you at this important meeting.

Sincerely and fraternally,

Michael P. Orlando
President

MPO/am

*Refer to
Committee
J. E. E.*

ANNOUNCEMENT

1986 AFL-CIO ANNUAL EDUCATION CONFERENCE

Meeting the Challenge of Change

held in conjunction with

ANNUAL MEETING OF THE UCLEA

March 17-21, 1986

Seafarers Training & Recreation Center
Piney Point, MD

The 1986 conference will be held at the Seafarers Training and Recreation Center at Piney Point, Md., approximately 75 miles from Washington, D.C.

The daily rate will be \$73.50 (includes three meals and evening snack) for a single room or \$294.00 for the conference. A double room with meals is \$60.38 per person or \$245.50 for the entire conference. The Seafarers do not accept any credit cards so full **payment must be through cash, traveler's checks or personal checks** made out to the Seafarers Training and Recreation Center at checkout. Room allocations will be made through the AFL-CIO Education Department. Please fill out the attached form and return.

In addition there will be a registration fee of \$50.00 to cover the cost of the reception, facility charges, materials and incidentals. A check made payable to the Secretary-Treasurer, AFL-CIO, should accompany the registration form.

The AFL-CIO participants will participate in an all day seminar on Tuesday, March 18th; UCLEA participants will be attending committee meetings and annual meetings during that day. The AFL-CIO and UCLEA will meet jointly from Wednesday morning through the completion of the program following Friday's lunch.

The program will provide an opportunity for individuals to tour the facilities of the Seafarers Center on Tuesday and Wednesday.

Additional program information will be forwarded to you shortly.

ROOM REGISTRATION FORM

1986 AFL-CIO ANNUAL EDUCATION CONFERENCE

Meeting the Challenge of Change

March 17-21, 1986

Please return to AFL-CIO Education Department 815 16th St., NW, Washington, D.C. 20006.

The following staff will attend:

Name: _____ Title _____

Union: _____

Street: _____

City: _____ State _____ Zip _____

Please reserve a Single Room _____ or a * Double Room _____

Arrival date _____ Departure date _____

* would like to room with:

Name: _____ Title _____

Union: _____

Street: _____

City: _____ State _____ Zip _____

Please reserve a Single Room _____ or a * Double Room _____

Arrival date _____ Departure date _____

* would like to room with:

Please return by March 1st.

CONFERENCE REGISTRATION FORM

1986 AFL-CIO ANNUAL EDUCATION CONFERENCE

Meeting the Challenge of Change

March 17-21, 1986

Please make checks payable to: Secretary-Treasurer, AFL-CIO and return to the AFL-CIO Education Department attention Ed Czarnecki 815 16th St., NW, Washington, D.C. 20006 by March 1st.

Bus transportation from the AFL-CIO Building to the Seafarers Center is scheduled for the late afternoon of Monday, March 17th and Tuesday morning, March 18th. Buses will leave for National Airport and AFL-CIO Building Friday, March 21st at 10:30 A.M. and later if necessary. Please indicate if you would like this type of transportation ____ Yes ____ No.

For your information car rental phone numbers: National 1-800-328-4567, Avis 1-800-331-1212.

Enclosed is our check for \$_____ representing #_____ conference registrations at \$50.00 each.

Name: _____ Title _____

Union: _____

Address: _____

We are also interested in individuals who may be driving from D.C. at times other than when the bus transportation is available, and who would be available to transport individuals to the Seafarers Center.

If you are interested in helping out, please provide name and telephone number:

Bus transportation included in registration fee

DIRECTIONS TO **THE SEAFARERS HARRY LUNDEBERG** **SCHOOL OF SEAMANSHIP** **PINEY POINT, MARYLAND 20674**

From the north:

1. Follow I-95 through the Baltimore Harbor Tunnel.
2. At the end of the tunnel, take the exit marked Route 3 to Route 301 South, Annapolis-Bay Bridge.
3. Follow Route 301 South approximately 45 miles until it joins Route 5 about two miles from Waldorf, Maryland.
4. From this point, follow the "Waldorf to Piney Point" directions.

From the west:

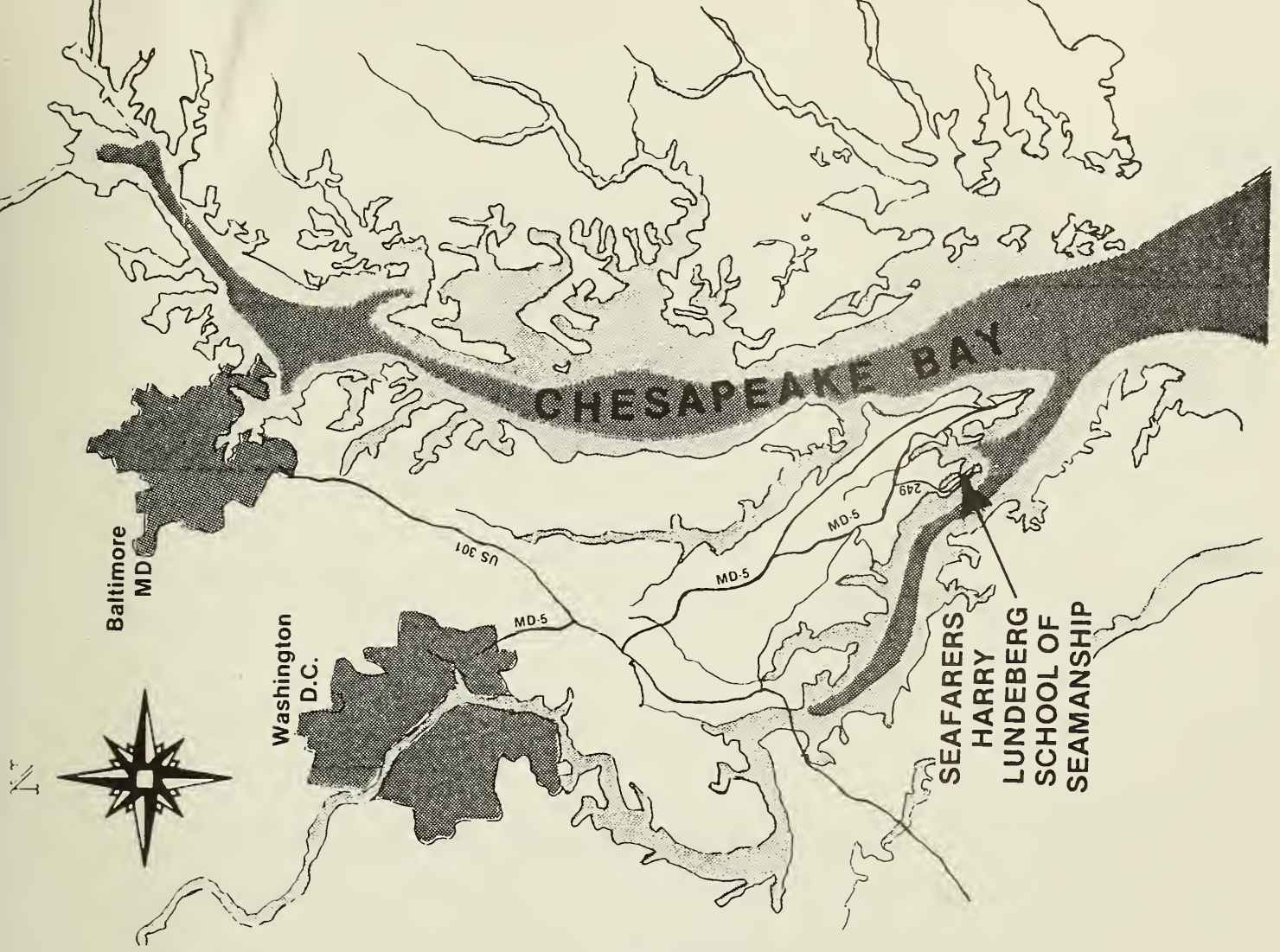
1. From Washington, D.C., take the Capital Beltway, I-495 to Exit 36, then take Route 5 South (Branch Avenue).
2. Follow Route 5 South for approximately 15 miles to Waldorf, Maryland.
3. From this point, follow the "Waldorf to Piney Point" directions.

From the south:

1. From Route 301 North, go across the Potomac River Bridge, then follow 301 North to Waldorf, Maryland.
2. Follow the "Waldorf to Piney Point" directions from this point.

Waldorf to Piney Point:

1. Waldorf is a crossroads town on 301 where Route 5 branches off; the sign reads: Route 5 - Lexington Park. If you come from the north, turn left at the light; from the south, turn right.
2. Follow Route 5 south approximately 25 miles. At that point Route 5 turns right at a small restaurant called "Half Way House". (A land mark just before this turn is Ritter's Chevrolet) Follow Route 5 through Leonardtown, Maryland, to Callaway, about 5 miles to the south.
3. At Callaway, turn right off Route 5 onto Route 249. Follow 249 about 7 miles to the Harry Lundeborg School on the left.



Beverly Therrien
Labor Liaison
United Way of Greater Fall River

Labor's Community Services Liaison Program



*File
Communication
M. E. C*

George E. Carpenter, Jr.
Secretary - Treasurer
MASS/ AFL - CIO
8 Beacon Street
Boston, MA 02108

Dear George;

Enclosed you will find the minutes to our previous meetings.
I didn't realize you were not on that mailing list. The error has
been corrected and the January minutes will be forthcoming.

Fraternally,

Beverly Therrien
Beverly Therrien, Labor Liaison
United Way of Greater Fall River, Inc.



101 Rock Street, P.O. Box 2550, Fall River, MA 02722

STATE COMMUNITY SERVICES COMMITTEE

MINUTES OF MEETING

AUGUST 21, 1985

The meeting was held at Worcester and was called to order at 10:00 a.m. with the following committee members: Chairman, Bob Goshea; Secretary, Beverly Therrien; Bob Rodwell, Joe Quirk, Helen Miranda, Ken Harkins and our Host, John Sullivan.

What a meeting! What a learning experience! It's meetings like these where we can have the sharing of problems and ideas that enable us to realize that each of our areas is unique. Our feeling toward providing the services are the same but, our problems range from one end of the spectrum to the other.

I'm sure we all agree, there was more accomplished at this meeting than at any of the others.

Our guest was Mass. AFL/CIO President, Arthur Osborn, who spoke on how we could all benefit from a statewide community services director. It was decided to have the director or chairman report directly to Arthur, bonding the communications with both organizations. After this discussion, Arthur left for another appointment.

It was decided to alternate the meeting sites. The September meeting will be held at the United Way of Gr. Fall River on September 18th at 10:00 a.m. and our goals to be discussed are:

- 1) to get more visibility - both statewide and locally where needed
- 2) to have a two day seminar in the summer working directly with AFL/CIO workshops
- 3) have Bill Hauenstein come to our meeting to discuss the funding for the directors and elaborate on our programs
- 4) to have the final 3 applicants cleared by this committee
- 5) to have a State Alcohol Program - with swift accessibility through our committee
- 6) Award for community service to the best labor Co. from U.W.
- 7) discuss the conference held the week of December 10th at U Mass. in Amherst (paid by U.W. of Amer.)
- 8) Nick Roussos Pres. of Gr. F.R. Labor Council has been asked to say a few words on how our local Labor Council is moving.

STATE COMMUNITY SERVICES COMMITTEE

MINUTES OF MEETING

SEPTEMBER 18, 1985

The meeting was held at the United Way building in Fall River and was called to order at 10 A.M. by Chairman Bob Goshea. Committee members in attendance were Bob Rodwell, Joe Quirk, Ken Harkins, John Sullivan and Helen Miranda. Secretary Bev Therrien was hostess for the meeting.

Charlie Franco, Business Agent of I.L.G.W.U., member of United Labor Council was our guest substituting for Nick Roussos, President of United Labor Council who was unable to attend. Charlie read a report from Nick on the importance of the labor community and the problems they have encountered in recent times. He related how the United Way helps "fill the gaps" with desperately needed services and programs.

The fact that Charlie attended our meeting made it possible for this committee to emphasize the importance of the Community Service Representative to the United Labor Council. It was further brought up that the members of the council could strengthen labor's position at the United Way by attending meetings and participating in the counseling classes when they are provided. The meetings will provide the members with the information on how the United Way is being operated. It is at this point that labor can use its "clout" to its greatest advantage. The counseling classes are to inform the members of the multitude of services and to give us at the United Way some feed back on any other services which the United Way Family can or should provide.

Our next meeting will be held in Boston on a tentative date during the AFL - CIO Convention.

Bob Goshea will make a presentation at the convention on the needs that have been met by the Community Service Program.

Bill Hauenstein will be in attendance to help us coordinate our programs.

1. There will be further discussion insurance paid by the state for the unemployed for up to six months.
2. The excellent pamphlet used by C.S.P. in Worcester will be available to all Community Service Representative to modify to their area and (are you ready for this?) paid for by the State! Pat Hanley, Director of Industrial Service Programs and Suzie Teegarden of the Tooling Industry will meet with us. Both ladies are from Evelyn Murphy's office and will discuss the pamphlet and aid us in expanding our Community Service programs throughout the state.
3. Finalize plans for the Seminar in December at University of Massachusetts in Amherst as to whether the United Way of America will cover the cost and if U Mass. can provide overnight facilities.

It goes without saying that the United Fund, now more than in memory, is needed to provide those most essential services that a community such as our requires.

Whether such services are to assist youth, the elderly, the disadvantaged, the ill, infirmed, the troubled, the United Way has with limited voluntary resources provided for - and in the main - has filled in the gaps where government has been unable or unwilling to provide services and relief.

The American labor movement, nationally as well as on the local level, championed and has supported the efforts of the United Fund. We pledge our continued support with an extra effort this year in an attempt to offset and meet our goal despite massive layoffs and unprecedented continued unemployment in the industrial sector of our economy.

If we all re-double our efforts, we will succeed!

Ricks Statement

October 8, 1985

Dear

Sorry I missed you at the convention. I had made arrangements to go up with someone at 1:15, she ran some errands and by the time we left the city it was close to 2:30 arriving in Boston after 3:30 "Lesson Learned!" I searched all over for everyone and I thought you may be Houdini proteges, by your disappearing act.

I stayed to have dinner with I.L.G.W.U. and left with them to come home.

Enclosed is the material I had for you. If there are any questions please call at 678-8361.

Fraternally,

Beverly Therrien
Community Service Rep.
United Way of Greater Fall River

STATE COMMUNITY SERVICES COMMITTEE

MINUTES OF MEETING

NOVEMBER 20, 1985

The meeting was held at the United Way building in Boston and was called to order at 10:30 by Chairman, Bob Goshea. Committee members in attendance were Helen Miranda, - New Bedford, John Sullivan, - Worcester, and Secretary Beverly Therrien - Fall River. The meeting was hosted (?) by Joe Quirk and Bob Rodwell - Boston.

Our guests were Suzanne Teegarden and Pat Hanratty from Evelyn Murphy's office. Pat spoke on the value of the Community Service Brochure. We all have a job cut out for us when we put one together for our particular area. It should prove to be a worthwhile effort - lest we forget - thats what we are here for. The target date for the written proposal is December 20, 1985, and the target date for our brochures was left tentative. It was agreed that we should have them printed by a union printer and the cost should go out to bid.

Bob Rodwell and Dick Proscutto were with some folks who are on strike at Plymouth Rubber in Cantin, therefore they came to the meeting a little late. Dick was introduced but unfortunately we didn't get his title. We just know he is one of us. The caring we feel for our unemployed brothers in need at this time was also shared by Dick.

Our December meeting will be held at the conference at U Mass.

Some items to be discussed are:

- 1) more shared information on the brochure
- 2) final discussion on the new bill #372, that provides some health coverage for unemployed - if they are in a training program.
- 3) discuss a one day workshop including speakers at the Gompers Murray Conference which is held just before Memorial day.

See you all in Amherst!

I cannot conclude these minutes without making note of the wonderful (?) job our hosts did on preparing our welcome; from wrong directions to extra elevator trips to no food - no milk!!! Helen and I hate to sound chauvinistic but....."nuff said"

STATE COMMUNITY SERVICES COMMITTEE

MINUTES OF MEETING

DECEMBER 11, 1985

The meeting was held in the Dining Room at U Mass during a class-break. The meeting was called to order at 3:30 by Bob Goshea, Chairman. Committee members in attendance were: Helen Miranda - New Bedford, John Sullivan - Worcester, Ken Harkins - Lowell/Lawrence, and Secretary, Beverly Therrien - Fall River. Also present were two new committee members: Vin DiMonaco of Pioneer Valley and Al Hamilton of United Way of Mass. Bay-Lynn. Al is unofficially on board in Lynn.

Our guests were Bill Hauenstein and a gentleman named Reggie Wright, who is CSR with the Connecticut United Labor Council in West Hartford. I'm sure they were both pleased with our response to each other and the coordination toward labor in Massachusetts.

John Sullivan will have the proposal for the brochure on January 20, 1986, which we will discuss at our next meeting.

We need more input from each other on the recognition of the State Labor Award recipient. We should come to a conclusion on this ASAP. I believe we are all in agreement it will be difficult to have this person recognized at this year's Gompers/Murray Conference. We may be given some time for a workshop, which will be to our benefit if it can be arranged by Arthur Osborn and his committee.

A brief discussion regarding the meeting in Worcester was concluded by postponing it from January to a tentative date in February, when John can coordinate more people to help us work on our brochure.

Our next meeting is scheduled for January 15, 1986 at 10:00 a.m. "for breakfast" at New Bedford. Helen Miranda will be the hostess with the mostest.

A personal note:

As I finish these minutes, I cannot conclude without writing - - Have you heard the one about the Statue of Liberty having AIDS???

See you all in New Bedford on January 15th!

DIRECTIONS ENCLOSED



January 9, 1986

Prudential Plaza Box 490
Boston, MA 02199 (617) 536-4100
Telex 506436 1-800-858-0200

MEMORANDUM

TO: BOARD OF DIRECTORS
FROM: ROBERT E. CUMINGS
SUBJECT: GARY GRIMMER

I wanted to inform the Board that Gary Grimmer, Vice President of Administration, is leaving the Bureau as of January 31st, to accept a new position as Executive Director of the Albuquerque, New Mexico Convention & Visitors Bureau.

During the four years Gary has been with our organization, he has contributed greatly to the progress and success of this Bureau. I know that his affection for Boston and dedication to the Bureau have made this a difficult decision for him.

The chance to head his own bureau in Albuquerque is a good opportunity for Gary. Though we will miss him, we are also pleased by his achievement.

I hope that you will join me in congratulating Gary and wishing him our best as he leaves to take on his new responsibilities.

Local 285

Service Employees International Union, AFL-CIO

Nancy Mills
Executive Director

Celia Wcislo
President

Paul Hurteau
Secretary-Treasurer

January 8, 1986

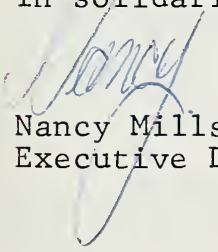
Mr. Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02114

Dear Arthur:

I am writing to express my sincere thanks for the AFL-CIO's efforts on behalf of the Harvard Community Health Plan bargaining unit in their recent contract struggle. As you probably know, the Union succeeded in maintaining a system of a combined automatic yearly increase plus merit based steps in the face of HCHP management's effort to institute a pure merit pay system.

It is quite clear that the pressure brought to bear by so many local unions served to make HCHP reconsider a position which until the final moments was still a disguised merit system. This was a victory for the labor movement as well as Local 285. Again, many thanks.

In solidarity,


Nancy Mills
Executive Director



NEW ENGLAND *Israel Histadrut Committee*

An Affiliate of the National Committee for Labor Israel — Israel Histadrut Campaign, Inc.

25 HUNTINGTON AVENUE

ROOM 607

BOSTON, MA 02116

542-1448

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NICHOLAS ROUSSOS, Fall River

Director
LOUIS KANEGSON

Founder
*ALEXANDER SHAPIRO

*Deceased

January 7, 1986

Arthur Osborn, President
Mass. State AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur,

I am delighted to inform you that on Monday, April 28, 1986, Ronald Alman, Vice President of the International Ladies Garment Workers Union, will be the Honoree at the Annual Trade Union Council for Histadrut Dinner.

The Dinner will be held at the John F. Kennedy Library, with cocktails at 6:00 and dinner at 7:00 P.M.

Sol C. Chaikin, President of the ILGWU, will be the featured speaker.

Because you will be invited to be a head table guest, I would appreciate it if you would save the date.

Cordially,

LOUIS KANEGSON
N.E. EXECUTIVE DIRECTOR

LK:gr

